Supplier Sustainability, Environmental and Ethical Requirements

The Supplier shall:

1. Comply with all applicable environmental, chemical, labour, data protection and other relevant laws, regulations, authority requirements, and applicable EU regulations and directives.
2. Ensure that all supplied products, materials and services comply with applicable legal and regulatory requirements, including, where relevant, REACH, RoHS and other applicable chemical and product compliance requirements.
3. Promptly inform the Customer if supplied products contain Substances of Very High Concern (SVHC) under REACH or any other substances subject to regulatory reporting or restriction requirements.
4. Continuously strive to reduce the environmental impacts of its operations and improve energy efficiency, resource efficiency and the sustainable use of natural resources.
5. Ensure responsible waste management, including waste prevention, segregation, recovery, recycling and disposal in accordance with applicable legislation.
6. Minimize the use of packaging materials where feasible, promote recyclable or reusable packaging materials and support circular economy principles.
7. Upon request, provide environmental and sustainability information related to supplied products, materials or services, including material composition, origin of materials, recyclability, recycled content, carbon footprint data, environmental declarations and other relevant information where available, including the usage of conflict minerals.
8. Process personal data in accordance with applicable data protection legislation, including the General Data Protection Regulation (GDPR), whenever personal data is handled in connection with supplied products or services.
9. Protect the Customer's confidential information through appropriate technical and organizational information security measures.
10. Respect internationally recognized human rights and operate in accordance with applicable human rights principles.
11. Prohibit child labour, forced labour, debt bondage and human trafficking in its own operations and seek to ensure the same standards throughout its supply chain.
12. Provide employees with a safe and healthy working environment and comply with applicable occupational health and safety requirements.
13. Treat employees fairly and without discrimination and promote equal opportunity and fair employment practices.
14. Respect employees' rights to freedom of association and collective bargaining in accordance with applicable local legislation.

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15. Conduct business with integrity, responsibility, transparency and in accordance with good business practices.
16. Prohibit all forms of bribery, corruption, extortion, fraudulent conduct and other unethical business practices.
17. Identify, avoid and promptly disclose any actual or potential conflicts of interest that may affect the business relationship or decision-making.
18. Comply with applicable competition laws and maintain appropriate procedures to prevent fraud, money laundering, financial crime and other forms of misconduct.
19. Ensure that equivalent sustainability, environmental and ethical requirements are communicated to and followed by its own suppliers and subcontractors.
20. Commit to complying with the Customer's current Supplier Code of Conduct or equivalent responsible business principles.
21. Upon request, provide documents and information demonstrating compliance and participate in reasonable supplier assessments, sustainability evaluations or audits to verify compliance with these requirements.
22. Environmental management systems (such as ISO 14001), energy management systems, sustainability reporting practices or similar management approaches are considered an advantage. However, certification or third-party verification of such systems is not generally a prerequisite for supplier approval unless otherwise agreed.

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